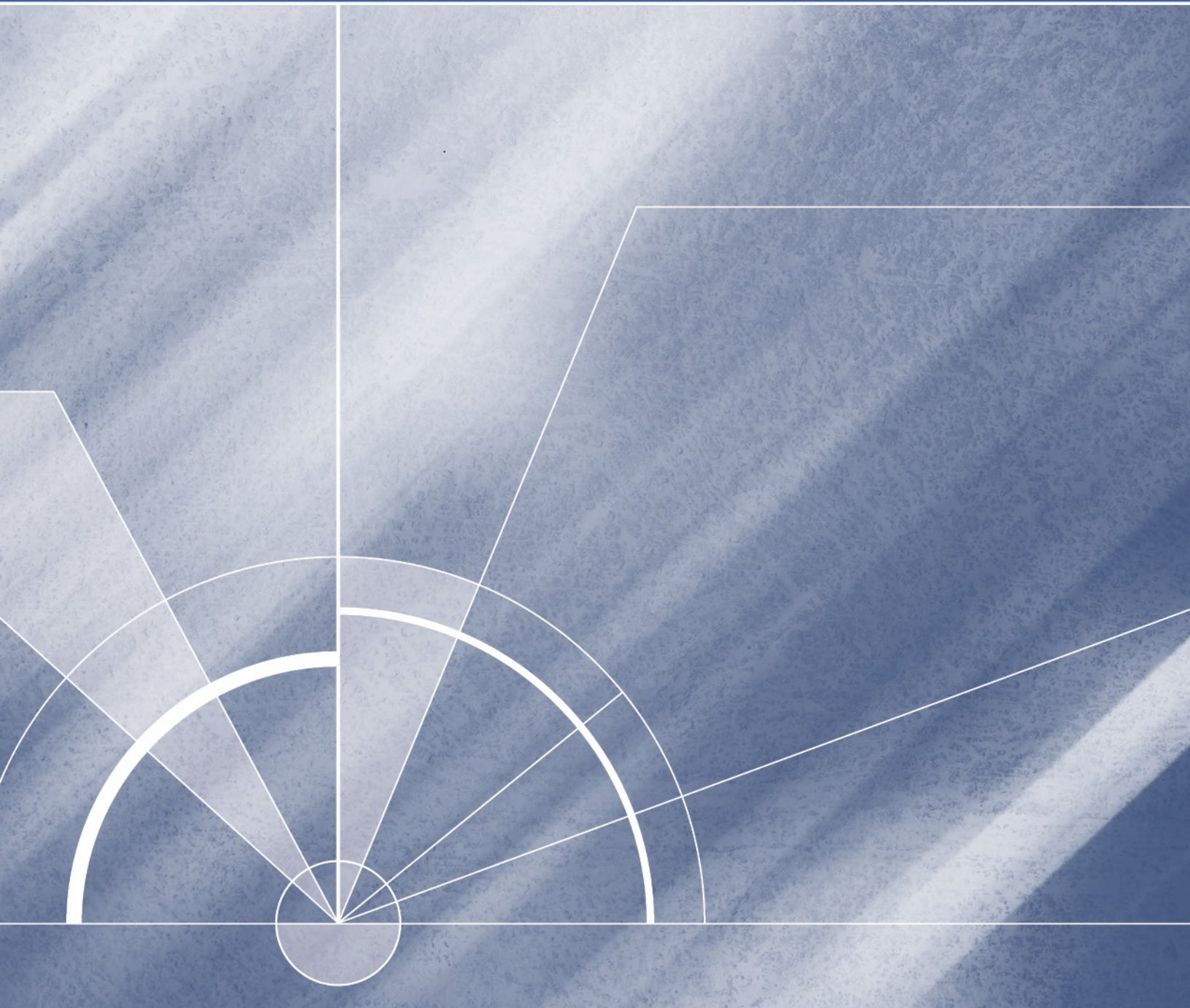


# 2017

## **Federal Employee Viewpoint Survey** *Empowering Employees. Inspiring Change.*

2nd Level  
Subagency  
Comparison  
Report

Environmental Protection Agency  
Office of Inspector General



# Environmental Protection Agency

## Office of Inspector General

### *2nd Level Subagency Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

#### Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Environmental Protection Agency	9,414	66.9%
<b>Office of Inspector General</b>	<b>154</b>	<b>63.9%</b>
Office of the Inspector General	17	51.5%
Office of Audits	53	67.1%
Ofc of Counsel & Congressional and Public Affairs	13	86.7%
Office of Investigations	25	55.6%
Office of Program Evaluation	46	66.7%

#### Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

#### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

*Note:* Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

# Environmental Protection Agency

## Office of Inspector General

### *2nd Level Subagency Comparison Report*

#### My Work Experience

##### *1. I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
<b>Office of Inspector General</b>	<b>153</b>	<b>67.2%</b>	<b>14.8%</b>	<b>18.0%</b>
Office of the Inspector General	17	45.5%	23.5%	31.0%
Office of Audits	53	73.7%	11.4%	14.9%
Ofc of Counsel & Congressional and Public Affairs	13	93.4%	6.6%	0.0%
Office of Investigations	24	62.1%	8.3%	29.6%
Office of Program Evaluation	46	63.3%	21.1%	15.7%

##### *2. I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
<b>Office of Inspector General</b>	<b>154</b>	<b>76.5%</b>	<b>10.4%</b>	<b>13.1%</b>
Office of the Inspector General	17	63.9%	11.8%	24.2%
Office of Audits	53	78.6%	10.7%	10.7%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	57.7%	12.7%	29.6%
Office of Program Evaluation	46	82.6%	10.9%	6.4%

##### *3. I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
<b>Office of Inspector General</b>	<b>152</b>	<b>61.9%</b>	<b>12.3%</b>	<b>25.8%</b>
Office of the Inspector General	16	61.5%	6.5%	31.9%
Office of Audits	52	62.2%	17.2%	20.7%
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	14.6%	0.0%
Office of Investigations	25	46.6%	0.0%	53.4%
Office of Program Evaluation	46	63.4%	15.0%	21.6%

# Environmental Protection Agency

## Office of Inspector General

### *2nd Level Subagency Comparison Report*

#### My Work Experience (continued)

##### *4. My work gives me a feeling of personal accomplishment.*

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
<b>Office of Inspector General</b>	<b>153</b>	<b>76.8%</b>	<b>7.5%</b>	<b>15.7%</b>
Office of the Inspector General	17	75.1%	0.0%	24.9%
Office of Audits	53	75.4%	12.1%	12.5%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	24	66.4%	12.4%	21.2%
Office of Program Evaluation	46	78.2%	4.3%	17.5%

##### *5. I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
<b>Office of Inspector General</b>	<b>154</b>	<b>83.6%</b>	<b>5.9%</b>	<b>10.5%</b>
Office of the Inspector General	17	86.2%	0.0%	13.8%
Office of Audits	53	78.0%	11.4%	10.6%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	87.4%	0.0%	12.6%
Office of Program Evaluation	46	82.5%	6.5%	11.0%

##### *6. I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
<b>Office of Inspector General</b>	<b>154</b>	<b>83.1%</b>	<b>5.9%</b>	<b>11.1%</b>
Office of the Inspector General	17	87.7%	0.0%	12.3%
Office of Audits	53	85.0%	6.1%	9.0%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	71.8%	7.7%	20.5%
Office of Program Evaluation	46	80.6%	8.4%	11.0%

# Environmental Protection Agency

## Office of Inspector General

### *2nd Level Subagency Comparison Report*

#### My Work Experience (continued)

##### *7. When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
<b>Office of Inspector General</b>	<b>153</b>	<b>94.6%</b>	<b>2.8%</b>	<b>2.6%</b>
Office of the Inspector General	17	81.3%	6.4%	12.3%
Office of Audits	52	96.4%	0.0%	3.6%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	100.0%	0.0%	0.0%
Office of Program Evaluation	46	93.2%	6.8%	0.0%

##### *8. I am constantly looking for ways to do my job better.*

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
<b>Office of Inspector General</b>	<b>154</b>	<b>82.2%</b>	<b>14.6%</b>	<b>3.2%</b>
Office of the Inspector General	17	68.8%	18.9%	12.3%
Office of Audits	53	81.3%	13.5%	5.2%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	91.4%	8.6%	0.0%
Office of Program Evaluation	46	78.6%	21.4%	0.0%

##### *9. I have sufficient resources (for example, people, materials, budget) to get my job done.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
<b>Office of Inspector General</b>	<b>153</b>	<b>42.1%</b>	<b>14.6%</b>	<b>43.2%</b>	<b>0</b>
Office of the Inspector General	16	31.3%	19.1%	49.7%	0
Office of Audits	53	50.4%	13.3%	36.3%	0
Ofc of Counsel & Congressional and Public Affairs	13	70.8%	22.6%	6.6%	0
Office of Investigations	25	16.0%	3.6%	80.4%	0
Office of Program Evaluation	46	42.6%	18.4%	39.0%	0



**Environmental Protection Agency**  
**Office of Inspector General**  
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**My Work Experience (continued)**

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
<b>Office of Inspector General</b>	<b>153</b>	<b>60.6%</b>	<b>22.1%</b>	<b>17.3%</b>	<b>0</b>
Office of the Inspector General	16	44.3%	19.8%	35.9%	0
Office of Audits	53	59.6%	22.0%	18.5%	0
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	25	31.5%	33.3%	35.2%	0
Office of Program Evaluation	46	72.3%	23.2%	4.5%	0

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
<b>Office of Inspector General</b>	<b>149</b>	<b>56.5%</b>	<b>19.5%</b>	<b>24.0%</b>	<b>3</b>
Office of the Inspector General	15	51.3%	20.0%	28.7%	1
Office of Audits	51	61.2%	24.3%	14.5%	2
Ofc of Counsel & Congressional and Public Affairs	13	77.5%	8.0%	14.5%	0
Office of Investigations	24	39.9%	17.8%	42.3%	0
Office of Program Evaluation	46	56.0%	17.9%	26.1%	0

**12. I know how my work relates to the agency's goals and priorities.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
<b>Office of Inspector General</b>	<b>149</b>	<b>80.0%</b>	<b>11.9%</b>	<b>8.0%</b>	<b>1</b>
Office of the Inspector General	15	87.3%	7.1%	5.6%	0
Office of Audits	52	90.5%	7.9%	1.6%	1
Ofc of Counsel & Congressional and Public Affairs	13	92.0%	8.0%	0.0%	0
Office of Investigations	24	63.1%	15.9%	21.0%	0
Office of Program Evaluation	45	70.9%	17.3%	11.8%	0

**Environmental Protection Agency**  
**Office of Inspector General**  
**2nd Level Subagency Comparison Report**

**My Work Experience (continued)**

**13. The work I do is important.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
<b>Office of Inspector General</b>	<b>148</b>	<b>89.1%</b>	<b>4.9%</b>	<b>6.0%</b>	<b>2</b>
Office of the Inspector General	16	87.9%	6.9%	5.2%	0
Office of Audits	51	94.4%	3.9%	1.7%	1
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	25	78.9%	12.5%	8.6%	0
Office of Program Evaluation	43	85.9%	2.3%	11.7%	1

**14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
<b>Office of Inspector General</b>	<b>151</b>	<b>87.5%</b>	<b>6.5%</b>	<b>6.0%</b>	<b>0</b>
Office of the Inspector General	16	88.2%	11.8%	0.0%	0
Office of Audits	51	84.7%	4.1%	11.2%	0
Ofc of Counsel & Congressional and Public Affairs	13	92.8%	7.2%	0.0%	0
Office of Investigations	25	75.8%	19.7%	4.5%	0
Office of Program Evaluation	46	95.3%	0.0%	4.7%	0

**15. My performance appraisal is a fair reflection of my performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
<b>Office of Inspector General</b>	<b>152</b>	<b>74.5%</b>	<b>14.3%</b>	<b>11.2%</b>	<b>1</b>
Office of the Inspector General	16	74.3%	6.6%	19.1%	0
Office of Audits	52	73.0%	18.8%	8.2%	1
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%	0
Office of Investigations	25	72.4%	4.4%	23.2%	0
Office of Program Evaluation	46	74.4%	18.9%	6.7%	0

**Environmental Protection Agency**  
**Office of Inspector General**  
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**My Work Experience (continued)**

***16. I am held accountable for achieving results.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
<b>Office of Inspector General</b>	<b>153</b>	<b>88.0%</b>	<b>6.7%</b>	<b>5.3%</b>	<b>0</b>
Office of the Inspector General	16	100.0%	0.0%	0.0%	0
Office of Audits	53	88.1%	8.2%	3.6%	0
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	25	79.3%	0.0%	20.7%	0
Office of Program Evaluation	46	85.1%	12.6%	2.3%	0

***17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
<b>Office of Inspector General</b>	<b>146</b>	<b>67.8%</b>	<b>11.0%</b>	<b>21.1%</b>	<b>4</b>
Office of the Inspector General	16	69.7%	11.8%	18.6%	0
Office of Audits	49	65.7%	16.2%	18.0%	3
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	24	54.9%	7.4%	37.7%	0
Office of Program Evaluation	44	67.4%	10.0%	22.6%	1

***18. My training needs are assessed.***

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
<b>Office of Inspector General</b>	<b>150</b>	<b>61.4%</b>	<b>15.4%</b>	<b>23.2%</b>	<b>2</b>
Office of the Inspector General	15	53.9%	19.5%	26.6%	0
Office of Audits	53	66.6%	18.6%	14.8%	0
Ofc of Counsel & Congressional and Public Affairs	13	77.5%	15.9%	6.6%	0
Office of Investigations	24	44.6%	4.5%	50.9%	1
Office of Program Evaluation	45	61.9%	15.9%	22.2%	1



# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Work Experience (continued)

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
<b>Office of Inspector General</b>	<b>154</b>	<b>75.1%</b>	<b>11.7%</b>	<b>13.2%</b>	<b>0</b>
Office of the Inspector General	17	69.8%	10.9%	19.3%	0
Office of Audits	53	80.8%	11.9%	7.3%	0
Ofc of Counsel & Congressional and Public Affairs	13	92.8%	7.2%	0.0%	0
Office of Investigations	25	68.8%	7.0%	24.2%	0
Office of Program Evaluation	46	69.2%	15.4%	15.4%	0

#### My Work Unit

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
<b>Office of Inspector General</b>	<b>154</b>	<b>89.2%</b>	<b>4.2%</b>	<b>6.5%</b>
Office of the Inspector General	17	82.0%	0.0%	18.0%
Office of Audits	53	87.5%	8.8%	3.7%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	80.9%	3.4%	15.7%
Office of Program Evaluation	46	95.5%	2.2%	2.3%

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
<b>Office of Inspector General</b>	<b>144</b>	<b>52.8%</b>	<b>19.3%</b>	<b>27.9%</b>	<b>10</b>
Office of the Inspector General	16	42.9%	25.8%	31.3%	1
Office of Audits	48	49.3%	21.2%	29.5%	5
Ofc of Counsel & Congressional and Public Affairs	13	86.2%	13.8%	0.0%	0
Office of Investigations	25	35.7%	20.0%	44.3%	0
Office of Program Evaluation	42	61.0%	15.6%	23.4%	4

**Environmental Protection Agency**  
**Office of Inspector General**  
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**My Work Unit (continued)**

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
<b>Office of Inspector General</b>	<b>142</b>	<b>52.6%</b>	<b>19.7%</b>	<b>27.8%</b>	<b>10</b>
Office of the Inspector General	14	48.0%	14.4%	37.6%	2
Office of Audits	50	50.1%	27.6%	22.2%	3
Ofc of Counsel & Congressional and Public Affairs	13	84.1%	8.0%	7.9%	0
Office of Investigations	23	32.7%	25.8%	41.5%	2
Office of Program Evaluation	42	58.4%	12.1%	29.5%	3

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
<b>Office of Inspector General</b>	<b>130</b>	<b>37.1%</b>	<b>21.6%</b>	<b>41.3%</b>	<b>24</b>
Office of the Inspector General	15	22.6%	40.1%	37.2%	2
Office of Audits	46	39.0%	14.4%	46.7%	7
Ofc of Counsel & Congressional and Public Affairs	9	76.4%	11.8%	11.8%	4
Office of Investigations	23	20.8%	18.1%	61.1%	2
Office of Program Evaluation	37	41.8%	27.4%	30.8%	9

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
<b>Office of Inspector General</b>	<b>141</b>	<b>45.4%</b>	<b>22.7%</b>	<b>31.9%</b>	<b>13</b>
Office of the Inspector General	17	45.5%	18.5%	36.0%	0
Office of Audits	47	49.5%	23.3%	27.2%	6
Ofc of Counsel & Congressional and Public Affairs	11	82.1%	8.5%	9.4%	2
Office of Investigations	23	29.2%	26.3%	44.5%	2
Office of Program Evaluation	43	40.2%	25.3%	34.5%	3

**Environmental Protection Agency**  
**Office of Inspector General**  
**2nd Level Subagency Comparison Report**

**My Work Unit (continued)**

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
<b>Office of Inspector General</b>	<b>143</b>	<b>51.7%</b>	<b>20.6%</b>	<b>27.7%</b>	<b>9</b>
Office of the Inspector General	15	31.8%	33.9%	34.2%	2
Office of Audits	50	51.2%	28.4%	20.4%	3
Ofc of Counsel & Congressional and Public Affairs	11	90.5%	9.5%	0.0%	1
Office of Investigations	24	44.4%	3.5%	52.1%	1
Office of Program Evaluation	43	54.2%	18.8%	27.1%	2

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
<b>Office of Inspector General</b>	<b>152</b>	<b>79.1%</b>	<b>10.7%</b>	<b>10.2%</b>	<b>1</b>
Office of the Inspector General	16	80.7%	0.0%	19.3%	1
Office of Audits	53	68.7%	20.0%	11.3%	0
Ofc of Counsel & Congressional and Public Affairs	13	92.1%	7.9%	0.0%	0
Office of Investigations	25	78.9%	4.5%	16.6%	0
Office of Program Evaluation	45	87.6%	7.6%	4.8%	0

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
<b>Office of Inspector General</b>	<b>142</b>	<b>50.0%</b>	<b>34.5%</b>	<b>15.5%</b>	<b>12</b>
Office of the Inspector General	14	61.4%	29.7%	8.8%	3
Office of Audits	49	40.9%	42.5%	16.6%	4
Ofc of Counsel & Congressional and Public Affairs	13	84.8%	15.2%	0.0%	0
Office of Investigations	25	44.3%	20.6%	35.1%	0
Office of Program Evaluation	41	49.6%	40.9%	9.5%	5

**Environmental Protection Agency**  
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**My Work Unit (continued)**

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
<b>Office of Inspector General</b>	<b>154</b>	<b>88.3%</b>	<b>9.5%</b>	<b>2.2%</b>
Office of the Inspector General	17	75.6%	16.9%	7.5%
Office of Audits	53	88.7%	11.3%	0.0%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	25	88.6%	7.0%	4.4%
Office of Program Evaluation	46	89.3%	8.4%	2.3%

**My Agency**

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
<b>Office of Inspector General</b>	<b>147</b>	<b>80.1%</b>	<b>11.7%</b>	<b>8.2%</b>	<b>5</b>
Office of the Inspector General	17	76.7%	15.8%	7.5%	0
Office of Audits	52	82.0%	12.8%	5.2%	1
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%	0
Office of Investigations	23	56.7%	21.0%	22.3%	1
Office of Program Evaluation	43	86.1%	6.9%	7.0%	3

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
<b>Office of Inspector General</b>	<b>150</b>	<b>44.4%</b>	<b>21.7%</b>	<b>33.9%</b>	<b>3</b>
Office of the Inspector General	17	47.0%	16.2%	36.7%	0
Office of Audits	50	40.0%	30.9%	29.1%	3
Ofc of Counsel & Congressional and Public Affairs	13	85.3%	14.7%	0.0%	0
Office of Investigations	24	36.8%	12.5%	50.7%	0
Office of Program Evaluation	46	40.9%	20.5%	38.6%	0

**Environmental Protection Agency**  
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**My Agency (continued)**

**31. Employees are recognized for providing high quality products and services.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
<b>Office of Inspector General</b>	<b>153</b>	<b>65.2%</b>	<b>16.5%</b>	<b>18.3%</b>	<b>0</b>
Office of the Inspector General	17	52.5%	33.9%	13.6%	0
Office of Audits	53	77.9%	9.7%	12.4%	0
Ofc of Counsel & Congressional and Public Affairs	13	92.0%	8.0%	0.0%	0
Office of Investigations	24	40.3%	26.1%	33.6%	0
Office of Program Evaluation	46	60.7%	15.2%	24.1%	0

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
<b>Office of Inspector General</b>	<b>150</b>	<b>47.0%</b>	<b>24.4%</b>	<b>28.6%</b>	<b>3</b>
Office of the Inspector General	17	53.2%	33.2%	13.6%	0
Office of Audits	50	48.3%	25.9%	25.8%	3
Ofc of Counsel & Congressional and Public Affairs	13	78.1%	21.9%	0.0%	0
Office of Investigations	24	32.2%	17.0%	50.8%	0
Office of Program Evaluation	46	42.3%	23.9%	33.8%	0

**33. Pay raises depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
<b>Office of Inspector General</b>	<b>143</b>	<b>28.6%</b>	<b>32.2%</b>	<b>39.2%</b>	<b>10</b>
Office of the Inspector General	17	34.9%	33.4%	31.7%	0
Office of Audits	49	30.3%	33.5%	36.2%	4
Ofc of Counsel & Congressional and Public Affairs	13	55.1%	15.9%	29.0%	0
Office of Investigations	22	11.9%	36.6%	51.4%	2
Office of Program Evaluation	42	24.7%	32.8%	42.5%	4

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Agency (continued)

#### 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
<b>Office of Inspector General</b>	<b>140</b>	<b>61.6%</b>	<b>22.7%</b>	<b>15.7%</b>	<b>12</b>
Office of the Inspector General	17	81.5%	0.0%	18.5%	0
Office of Audits	48	62.8%	26.7%	10.5%	4
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%	1
Office of Investigations	23	51.2%	20.7%	28.1%	1
Office of Program Evaluation	40	46.3%	35.3%	18.3%	6

#### 35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
<b>Office of Inspector General</b>	<b>148</b>	<b>87.9%</b>	<b>7.8%</b>	<b>4.3%</b>	<b>4</b>
Office of the Inspector General	17	80.5%	5.7%	13.8%	0
Office of Audits	50	85.7%	10.6%	3.7%	2
Ofc of Counsel & Congressional and Public Affairs	12	82.9%	17.1%	0.0%	1
Office of Investigations	24	86.5%	9.2%	4.3%	0
Office of Program Evaluation	45	95.2%	2.4%	2.4%	1

#### 36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
<b>Office of Inspector General</b>	<b>152</b>	<b>86.9%</b>	<b>7.4%</b>	<b>5.7%</b>	<b>1</b>
Office of the Inspector General	17	92.5%	0.0%	7.5%	0
Office of Audits	53	86.4%	9.6%	4.1%	0
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	24	86.5%	4.3%	9.2%	0
Office of Program Evaluation	45	81.9%	11.3%	6.8%	1



**Environmental Protection Agency**  
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**My Agency (continued)**

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
<b>Office of Inspector General</b>	<b>144</b>	<b>59.4%</b>	<b>16.5%</b>	<b>24.2%</b>	<b>9</b>
Office of the Inspector General	17	64.0%	5.2%	30.8%	0
Office of Audits	47	59.0%	15.4%	25.6%	6
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%	1
Office of Investigations	24	35.7%	30.2%	34.1%	0
Office of Program Evaluation	44	60.2%	19.0%	20.8%	2

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
<b>Office of Inspector General</b>	<b>136</b>	<b>71.0%</b>	<b>11.6%</b>	<b>17.4%</b>	<b>16</b>
Office of the Inspector General	17	75.4%	0.0%	24.6%	0
Office of Audits	47	71.3%	13.8%	14.9%	6
Ofc of Counsel & Congressional and Public Affairs	12	91.3%	8.7%	0.0%	1
Office of Investigations	22	48.3%	10.3%	41.5%	1
Office of Program Evaluation	38	75.5%	15.9%	8.7%	8

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
<b>Office of Inspector General</b>	<b>150</b>	<b>78.6%</b>	<b>12.2%</b>	<b>9.2%</b>	<b>2</b>
Office of the Inspector General	17	81.6%	6.1%	12.3%	0
Office of Audits	51	80.1%	14.5%	5.5%	1
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	24	66.0%	13.4%	20.6%	0
Office of Program Evaluation	45	76.5%	14.7%	8.8%	1

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Agency (continued)

##### 40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
<b>Office of Inspector General</b>	<b>153</b>	<b>57.6%</b>	<b>19.6%</b>	<b>22.9%</b>
Office of the Inspector General	17	46.0%	23.0%	31.0%
Office of Audits	53	57.2%	23.0%	19.8%
Ofc of Counsel & Congressional and Public Affairs	13	78.7%	21.3%	0.0%
Office of Investigations	24	31.4%	12.9%	55.7%
Office of Program Evaluation	46	70.2%	17.2%	12.6%

##### 41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
<b>Office of Inspector General</b>	<b>147</b>	<b>39.6%</b>	<b>23.5%</b>	<b>36.8%</b>	<b>6</b>
Office of the Inspector General	16	55.2%	12.9%	31.9%	1
Office of Audits	50	43.2%	22.9%	33.9%	3
Ofc of Counsel & Congressional and Public Affairs	12	40.5%	52.3%	7.2%	1
Office of Investigations	23	16.6%	17.1%	66.3%	1
Office of Program Evaluation	46	41.4%	24.1%	34.5%	0

#### My Supervisor

##### 42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
<b>Office of Inspector General</b>	<b>151</b>	<b>85.7%</b>	<b>8.9%</b>	<b>5.4%</b>	<b>1</b>
Office of the Inspector General	17	68.6%	18.2%	13.2%	0
Office of Audits	52	82.7%	13.4%	3.9%	1
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%	0
Office of Investigations	23	73.5%	14.4%	12.1%	0
Office of Program Evaluation	46	97.7%	0.0%	2.3%	0

**Environmental Protection Agency**  
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**My Supervisor (continued)**

**43. My supervisor provides me with opportunities to demonstrate my leadership skills.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
<b>Office of Inspector General</b>	<b>152</b>	<b>76.6%</b>	<b>12.1%</b>	<b>11.3%</b>	<b>0</b>
Office of the Inspector General	17	57.4%	23.3%	19.3%	0
Office of Audits	53	75.4%	11.4%	13.2%	0
Ofc of Counsel & Congressional and Public Affairs	13	92.1%	7.9%	0.0%	0
Office of Investigations	24	62.2%	17.5%	20.3%	0
Office of Program Evaluation	45	88.6%	6.9%	4.5%	0

**44. Discussions with my supervisor about my performance are worthwhile.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
<b>Office of Inspector General</b>	<b>151</b>	<b>68.3%</b>	<b>15.6%</b>	<b>16.1%</b>	<b>1</b>
Office of the Inspector General	16	55.9%	16.8%	27.2%	1
Office of Audits	53	70.2%	12.2%	17.5%	0
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%	0
Office of Investigations	24	66.0%	18.2%	15.8%	0
Office of Program Evaluation	45	67.0%	19.8%	13.2%	0

**45. My supervisor is committed to a workforce representative of all segments of society.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
<b>Office of Inspector General</b>	<b>135</b>	<b>73.4%</b>	<b>19.5%</b>	<b>7.1%</b>	<b>16</b>
Office of the Inspector General	15	44.7%	40.0%	15.3%	2
Office of Audits	44	74.8%	17.9%	7.3%	8
Ofc of Counsel & Congressional and Public Affairs	13	84.8%	15.2%	0.0%	0
Office of Investigations	23	78.4%	13.3%	8.4%	1
Office of Program Evaluation	40	76.1%	18.4%	5.5%	5

**Environmental Protection Agency**  
**Office of Inspector General**  
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**My Supervisor (continued)**

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
<b>Office of Inspector General</b>	<b>153</b>	<b>66.4%</b>	<b>18.3%</b>	<b>15.4%</b>	<b>0</b>
Office of the Inspector General	17	46.0%	40.4%	13.6%	0
Office of Audits	53	67.4%	12.5%	20.0%	0
Ofc of Counsel & Congressional and Public Affairs	13	93.4%	0.0%	6.6%	0
Office of Investigations	24	61.5%	22.7%	15.8%	0
Office of Program Evaluation	46	67.9%	19.3%	12.8%	0

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
<b>Office of Inspector General</b>	<b>150</b>	<b>73.5%</b>	<b>14.0%</b>	<b>12.5%</b>	<b>2</b>
Office of the Inspector General	17	62.9%	17.8%	19.3%	0
Office of Audits	51	66.6%	18.6%	14.8%	2
Ofc of Counsel & Congressional and Public Affairs	13	92.0%	8.0%	0.0%	0
Office of Investigations	24	74.7%	4.7%	20.6%	0
Office of Program Evaluation	45	79.8%	13.7%	6.5%	0

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
<b>Office of Inspector General</b>	<b>152</b>	<b>78.2%</b>	<b>9.0%</b>	<b>12.8%</b>
Office of the Inspector General	17	80.7%	0.0%	19.3%
Office of Audits	53	74.5%	10.2%	15.4%
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%
Office of Investigations	24	70.2%	13.7%	16.1%
Office of Program Evaluation	45	83.7%	9.1%	7.2%

# Environmental Protection Agency

## Office of Inspector General

### *2nd Level Subagency Comparison Report*

#### My Supervisor (continued)

##### *49. My supervisor treats me with respect.*

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
<b>Office of Inspector General</b>	<b>153</b>	<b>84.1%</b>	<b>8.1%</b>	<b>7.8%</b>
Office of the Inspector General	17	80.7%	6.1%	13.2%
Office of Audits	53	76.7%	15.9%	7.4%
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%
Office of Investigations	24	88.4%	0.0%	11.6%
Office of Program Evaluation	46	91.4%	4.0%	4.7%

##### *50. In the last six months, my supervisor has talked with me about my performance.*

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
<b>Office of Inspector General</b>	<b>152</b>	<b>87.9%</b>	<b>5.0%</b>	<b>7.1%</b>
Office of the Inspector General	17	81.5%	4.9%	13.7%
Office of Audits	52	84.8%	9.4%	5.8%
Ofc of Counsel & Congressional and Public Affairs	13	100.0%	0.0%	0.0%
Office of Investigations	24	83.2%	7.7%	9.0%
Office of Program Evaluation	46	93.0%	0.0%	7.0%

##### *51. I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
<b>Office of Inspector General</b>	<b>153</b>	<b>70.7%</b>	<b>15.2%</b>	<b>14.0%</b>
Office of the Inspector General	17	57.4%	23.3%	19.3%
Office of Audits	53	67.6%	12.6%	19.8%
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%
Office of Investigations	24	74.9%	13.5%	11.6%
Office of Program Evaluation	46	73.3%	18.1%	8.6%

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Supervisor (continued)

##### 52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
<b>Office of Inspector General</b>	<b>153</b>	<b>74.4%</b>	<b>16.7%</b>	<b>8.9%</b>
Office of the Inspector General	17	63.8%	24.4%	11.8%
Office of Audits	53	70.0%	20.6%	9.4%
Ofc of Counsel & Congressional and Public Affairs	13	85.4%	8.0%	6.6%
Office of Investigations	24	74.7%	13.7%	11.6%
Office of Program Evaluation	46	80.4%	13.2%	6.4%

#### Leadership

##### 53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
<b>Office of Inspector General</b>	<b>150</b>	<b>35.1%</b>	<b>18.4%</b>	<b>46.5%</b>	<b>1</b>
Office of the Inspector General	17	63.3%	12.1%	24.6%	0
Office of Audits	51	38.6%	17.2%	44.2%	1
Ofc of Counsel & Congressional and Public Affairs	12	75.8%	17.0%	7.2%	0
Office of Investigations	24	8.0%	15.3%	76.6%	0
Office of Program Evaluation	46	24.0%	24.1%	51.8%	0

##### 54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
<b>Office of Inspector General</b>	<b>144</b>	<b>53.0%</b>	<b>19.9%</b>	<b>27.1%</b>	<b>7</b>
Office of the Inspector General	17	69.6%	5.7%	24.6%	0
Office of Audits	50	58.4%	20.1%	21.5%	2
Ofc of Counsel & Congressional and Public Affairs	12	90.8%	9.2%	0.0%	0
Office of Investigations	22	25.8%	24.5%	49.7%	2
Office of Program Evaluation	43	43.2%	26.0%	30.8%	3



**Environmental Protection Agency**  
**Office of Inspector General**  
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**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
<b>Office of Inspector General</b>	<b>144</b>	<b>68.3%</b>	<b>18.1%</b>	<b>13.6%</b>	<b>7</b>
Office of the Inspector General	17	75.8%	6.1%	18.0%	0
Office of Audits	49	63.8%	19.6%	16.6%	3
Ofc of Counsel & Congressional and Public Affairs	12	82.3%	17.7%	0.0%	0
Office of Investigations	24	74.7%	12.7%	12.6%	0
Office of Program Evaluation	42	63.2%	24.4%	12.4%	4

**56. Managers communicate the goals and priorities of the organization.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
<b>Office of Inspector General</b>	<b>147</b>	<b>65.8%</b>	<b>15.5%</b>	<b>18.7%</b>	<b>1</b>
Office of the Inspector General	17	69.2%	6.2%	24.6%	0
Office of Audits	51	74.8%	16.2%	9.0%	0
Ofc of Counsel & Congressional and Public Affairs	11	100.0%	0.0%	0.0%	1
Office of Investigations	24	40.7%	17.1%	42.2%	0
Office of Program Evaluation	44	59.4%	21.2%	19.5%	0

**57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
<b>Office of Inspector General</b>	<b>143</b>	<b>70.4%</b>	<b>16.3%</b>	<b>13.4%</b>	<b>6</b>
Office of the Inspector General	17	75.4%	0.0%	24.6%	0
Office of Audits	50	79.9%	16.4%	3.7%	1
Ofc of Counsel & Congressional and Public Affairs	10	81.9%	18.1%	0.0%	1
Office of Investigations	24	48.7%	16.8%	34.5%	0
Office of Program Evaluation	42	66.5%	22.0%	11.5%	4

**Environmental Protection Agency**  
**Office of Inspector General**  
**2nd Level Subagency Comparison Report**

**Leadership (continued)**

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
<b>Office of Inspector General</b>	<b>149</b>	<b>55.9%</b>	<b>17.4%</b>	<b>26.7%</b>	<b>2</b>
Office of the Inspector General	17	69.2%	6.2%	24.6%	0
Office of Audits	51	57.4%	19.2%	23.4%	1
Ofc of Counsel & Congressional and Public Affairs	11	91.6%	8.4%	0.0%	1
Office of Investigations	24	36.0%	17.3%	46.7%	0
Office of Program Evaluation	46	51.3%	21.7%	27.0%	0

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
<b>Office of Inspector General</b>	<b>146</b>	<b>53.6%</b>	<b>13.3%</b>	<b>33.1%</b>	<b>5</b>
Office of the Inspector General	17	75.4%	0.0%	24.6%	0
Office of Audits	50	59.1%	11.4%	29.6%	2
Ofc of Counsel & Congressional and Public Affairs	11	81.5%	18.5%	0.0%	1
Office of Investigations	23	34.1%	17.1%	48.7%	1
Office of Program Evaluation	45	42.2%	17.4%	40.4%	1

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
<b>Office of Inspector General</b>	<b>149</b>	<b>69.6%</b>	<b>17.0%</b>	<b>13.4%</b>	<b>2</b>
Office of the Inspector General	17	63.3%	18.3%	18.4%	0
Office of Audits	52	77.3%	15.3%	7.4%	0
Ofc of Counsel & Congressional and Public Affairs	11	84.5%	15.5%	0.0%	1
Office of Investigations	24	49.2%	21.8%	29.0%	0
Office of Program Evaluation	45	70.5%	16.3%	13.2%	1

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### Leadership (continued)

##### 61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
<b>Office of Inspector General</b>	<b>151</b>	<b>48.3%</b>	<b>19.4%</b>	<b>32.3%</b>	<b>0</b>
Office of the Inspector General	17	71.0%	10.6%	18.4%	0
Office of Audits	52	58.9%	11.2%	29.9%	0
Ofc of Counsel & Congressional and Public Affairs	12	76.6%	23.4%	0.0%	0
Office of Investigations	24	15.3%	26.2%	58.4%	0
Office of Program Evaluation	46	37.4%	27.7%	34.9%	0

##### 62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
<b>Office of Inspector General</b>	<b>151</b>	<b>74.6%</b>	<b>14.2%</b>	<b>11.2%</b>	<b>0</b>
Office of the Inspector General	17	81.6%	0.0%	18.4%	0
Office of Audits	52	83.2%	11.0%	5.8%	0
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%	0
Office of Investigations	24	40.7%	25.7%	33.6%	0
Office of Program Evaluation	46	73.2%	21.0%	5.9%	0

#### My Satisfaction

##### 63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
<b>Office of Inspector General</b>	<b>149</b>	<b>52.3%</b>	<b>21.0%</b>	<b>26.7%</b>
Office of the Inspector General	17	46.0%	23.6%	30.4%
Office of Audits	51	52.8%	22.8%	24.4%
Ofc of Counsel & Congressional and Public Affairs	12	83.0%	17.0%	0.0%
Office of Investigations	23	41.2%	13.8%	45.0%
Office of Program Evaluation	46	51.8%	22.7%	25.5%

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Satisfaction (continued)

##### 64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
<b>Office of Inspector General</b>	<b>150</b>	<b>58.1%</b>	<b>13.7%</b>	<b>28.2%</b>
Office of the Inspector General	17	69.0%	6.4%	24.6%
Office of Audits	51	60.9%	13.9%	25.2%
Ofc of Counsel & Congressional and Public Affairs	12	91.5%	8.5%	0.0%
Office of Investigations	24	36.0%	13.5%	50.5%
Office of Program Evaluation	46	53.7%	17.7%	28.6%

##### 65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
<b>Office of Inspector General</b>	<b>149</b>	<b>58.7%</b>	<b>24.5%</b>	<b>16.8%</b>
Office of the Inspector General	17	51.2%	22.7%	26.2%
Office of Audits	51	70.2%	18.2%	11.6%
Ofc of Counsel & Congressional and Public Affairs	12	66.5%	33.5%	0.0%
Office of Investigations	23	51.0%	18.1%	30.9%
Office of Program Evaluation	46	50.6%	33.1%	16.2%

##### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
<b>Office of Inspector General</b>	<b>150</b>	<b>43.7%</b>	<b>19.7%</b>	<b>36.6%</b>
Office of the Inspector General	17	33.9%	41.4%	24.6%
Office of Audits	51	52.4%	18.8%	28.8%
Ofc of Counsel & Congressional and Public Affairs	12	67.3%	32.7%	0.0%
Office of Investigations	24	27.4%	12.7%	59.9%
Office of Program Evaluation	46	39.9%	12.7%	47.3%

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Satisfaction (continued)

##### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
<b>Office of Inspector General</b>	<b>150</b>	<b>31.9%</b>	<b>33.4%</b>	<b>34.7%</b>
Office of the Inspector General	17	27.0%	35.0%	38.0%
Office of Audits	51	33.6%	37.1%	29.3%
Ofc of Counsel & Congressional and Public Affairs	12	43.3%	48.1%	8.5%
Office of Investigations	24	20.0%	27.1%	52.9%
Office of Program Evaluation	46	35.0%	28.2%	36.8%

##### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
<b>Office of Inspector General</b>	<b>148</b>	<b>58.0%</b>	<b>20.6%</b>	<b>21.4%</b>
Office of the Inspector General	16	60.1%	12.0%	27.9%
Office of Audits	50	64.3%	16.3%	19.4%
Ofc of Counsel & Congressional and Public Affairs	12	82.3%	9.2%	8.5%
Office of Investigations	24	41.7%	32.1%	26.2%
Office of Program Evaluation	46	52.6%	25.4%	22.0%

##### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
<b>Office of Inspector General</b>	<b>149</b>	<b>65.5%</b>	<b>15.0%</b>	<b>19.4%</b>
Office of the Inspector General	17	51.2%	17.8%	31.0%
Office of Audits	50	58.1%	23.1%	18.8%
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%
Office of Investigations	24	57.0%	8.0%	34.9%
Office of Program Evaluation	46	74.8%	12.6%	12.6%

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### My Satisfaction (continued)

##### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
<b>Office of Inspector General</b>	<b>149</b>	<b>80.2%</b>	<b>13.3%</b>	<b>6.5%</b>
Office of the Inspector General	17	62.8%	29.8%	7.5%
Office of Audits	50	88.5%	9.6%	2.0%
Ofc of Counsel & Congressional and Public Affairs	12	83.0%	17.0%	0.0%
Office of Investigations	24	64.4%	17.3%	18.3%
Office of Program Evaluation	46	85.2%	8.2%	6.6%

##### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
<b>Office of Inspector General</b>	<b>149</b>	<b>54.9%</b>	<b>19.5%</b>	<b>25.6%</b>
Office of the Inspector General	17	56.9%	12.1%	31.0%
Office of Audits	51	55.6%	19.8%	24.6%
Ofc of Counsel & Congressional and Public Affairs	12	84.3%	15.7%	0.0%
Office of Investigations	24	32.2%	16.4%	51.4%
Office of Program Evaluation	45	57.5%	24.8%	17.7%

#### Work/Life

##### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
<b>Office of Inspector General</b>	<b>146</b>	<b>95.8%</b>	<b>2.2%</b>	<b>1.3%</b>	<b>0.7%</b>
Office of the Inspector General	15	100.0%	0.0%	0.0%	0.0%
Office of Audits	49	91.8%	4.4%	3.8%	0.0%
Ofc of Counsel & Congressional and Public Affairs	12	100.0%	0.0%	0.0%	0.0%
Office of Investigations	24	95.5%	4.5%	0.0%	0.0%
Office of Program Evaluation	46	97.7%	0.0%	0.0%	2.3%



# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### Work/Life (continued)

**73. Please select the response below that BEST describes your current teleworking situation.**

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
<b>Office of Inspector General</b>	<b>148</b>	<b>3.6%</b>	<b>60.6%</b>	<b>8.1%</b>	<b>19.5%</b>
Office of the Inspector General	16	0.0%	63.0%	0.0%	29.0%
Office of Audits	50	4.7%	70.2%	4.5%	9.0%
Ofc of Counsel & Congressional and Public Affairs	12	16.2%	16.2%	24.6%	34.4%
Office of Investigations	24	0.0%	12.5%	21.1%	53.9%
Office of Program Evaluation	46	2.4%	85.3%	4.2%	6.2%

(continued)

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
<b>Office of Inspector General</b>	<b>148</b>	<b>0.7%</b>	<b>0.0%</b>	<b>2.1%</b>	<b>5.3%</b>
Office of the Inspector General	16	0.0%	0.0%	0.0%	8.0%
Office of Audits	50	0.0%	0.0%	4.3%	7.2%
Ofc of Counsel & Congressional and Public Affairs	12	0.0%	0.0%	0.0%	8.5%
Office of Investigations	24	4.5%	0.0%	3.6%	4.5%
Office of Program Evaluation	46	0.0%	0.0%	0.0%	1.9%

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### Work/Life (continued)

##### **74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)**

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
<b>Office of Inspector General</b>	<b>149</b>	<b>69.2%</b>	<b>21.9%</b>	<b>8.9%</b>
Office of the Inspector General	16	62.3%	31.6%	6.1%
Office of Audits	51	77.0%	20.5%	2.5%
Ofc of Counsel & Congressional and Public Affairs	12	82.3%	17.7%	0.0%
Office of Investigations	24	7.7%	45.9%	46.5%
Office of Program Evaluation	46	91.3%	8.7%	0.0%

##### **75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)**

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
<b>Office of Inspector General</b>	<b>148</b>	<b>59.4%</b>	<b>40.0%</b>	<b>0.7%</b>
Office of the Inspector General	16	25.6%	68.3%	6.1%
Office of Audits	50	50.5%	49.5%	0.0%
Ofc of Counsel & Congressional and Public Affairs	12	34.8%	65.2%	0.0%
Office of Investigations	24	74.2%	25.8%	0.0%
Office of Program Evaluation	46	79.7%	20.3%	0.0%

##### **76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)**

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
<b>Office of Inspector General</b>	<b>147</b>	<b>8.3%</b>	<b>88.3%</b>	<b>3.4%</b>
Office of the Inspector General	16	8.0%	92.0%	0.0%
Office of Audits	49	7.1%	92.9%	0.0%
Ofc of Counsel & Congressional and Public Affairs	12	18.0%	82.0%	0.0%
Office of Investigations	24	4.7%	90.8%	4.5%
Office of Program Evaluation	46	9.0%	82.3%	8.7%

**Environmental Protection Agency**  
**Office of Inspector General**  
**2nd Level Subagency Comparison Report**

**Work/Life (continued)**

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
<b>Office of Inspector General</b>	<b>149</b>	<b>0.7%</b>	<b>85.5%</b>	<b>13.9%</b>
Office of the Inspector General	16	0.0%	93.4%	6.6%
Office of Audits	51	0.0%	92.3%	7.7%
Ofc of Counsel & Congressional and Public Affairs	12	0.0%	85.3%	14.7%
Office of Investigations	24	0.0%	77.9%	22.1%
Office of Program Evaluation	46	2.2%	79.0%	18.9%

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
<b>Office of Inspector General</b>	<b>147</b>	<b>0.7%</b>	<b>83.1%</b>	<b>16.2%</b>
Office of the Inspector General	15	0.0%	79.8%	20.2%
Office of Audits	50	0.0%	88.0%	12.0%
Ofc of Counsel & Congressional and Public Affairs	12	0.0%	77.6%	22.4%
Office of Investigations	24	0.0%	77.9%	22.1%
Office of Program Evaluation	46	2.3%	82.9%	14.8%

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
<b>Office of Inspector General</b>	<b>136</b>	<b>81.1%</b>	<b>9.3%</b>	<b>9.6%</b>	<b>1</b>
Office of the Inspector General	14	92.5%	7.5%	0.0%	1
Office of Audits	45	86.5%	11.4%	2.1%	0
Ofc of Counsel & Congressional and Public Affairs	11	89.9%	10.1%	0.0%	0
Office of Investigations	21	40.7%	10.3%	49.0%	0
Office of Program Evaluation	45	88.8%	7.0%	4.2%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### Work/Life (continued)

##### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
<b>Office of Inspector General</b>	<b>101</b>	<b>97.7%</b>	<b>1.3%</b>	<b>1.1%</b>	<b>0</b>
Office of the Inspector General	10	100.0%	0.0%	0.0%	0
Office of Audits	37	96.6%	3.4%	0.0%	0
Ofc of Counsel & Congressional and Public Affairs	10	100.0%	0.0%	0.0%	0
Office of Investigations	2	100.0%	0.0%	0.0%	0
Office of Program Evaluation	42	97.4%	0.0%	2.6%	0

\*The results for this item only include employees who indicated that they participated in this program.

##### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
<b>Office of Inspector General</b>	<b>88</b>	<b>95.0%</b>	<b>3.7%</b>	<b>1.2%</b>	<b>0</b>
Office of the Inspector General	4	100.0%	0.0%	0.0%	0
Office of Audits	25	95.1%	4.9%	0.0%	0
Ofc of Counsel & Congressional and Public Affairs	4	100.0%	0.0%	0.0%	0
Office of Investigations	18	82.3%	11.4%	6.3%	0
Office of Program Evaluation	37	100.0%	0.0%	0.0%	0

\*The results for this item only include employees who indicated that they participated in this program.

##### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
<b>Office of Inspector General</b>	<b>10</b>	<b>90.4%</b>	<b>0.0%</b>	<b>9.6%</b>	<b>3</b>
Office of the Inspector General	1	100.0%	0.0%	0.0%	0
Office of Audits	2	100.0%	0.0%	0.0%	3
Ofc of Counsel & Congressional and Public Affairs	2	100.0%	0.0%	0.0%	0
Office of Investigations	1	100.0%	0.0%	0.0%	0
Office of Program Evaluation	4	73.9%	0.0%	26.1%	0

\*The results for this item only include employees who indicated that they participated in this program.

# Environmental Protection Agency

## Office of Inspector General

### 2nd Level Subagency Comparison Report

#### Work/Life (continued)

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
<b>Office of Inspector General</b>	<b>0</b>	<b>--</b>	<b>--</b>	<b>--</b>	<b>1</b>
Office of the Inspector General	0	--	--	--	0
Office of Audits	0	--	--	--	0
Ofc of Counsel & Congressional and Public Affairs	0	--	--	--	0
Office of Investigations	0	--	--	--	0
Office of Program Evaluation	0	--	--	--	1

*\*The results for this item only include employees who indicated that they participated in this program.*

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
<b>Office of Inspector General</b>	<b>1</b>	<b>100.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>2</b>
Office of the Inspector General	0	--	--	--	1
Office of Audits	0	--	--	--	1
Ofc of Counsel & Congressional and Public Affairs	0	--	--	--	0
Office of Investigations	0	--	--	--	0
Office of Program Evaluation	1	100.0%	0.0%	0.0%	0

*\*The results for this item only include employees who indicated that they participated in this program.*

**Environmental Protection Agency**  
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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	64	43.2%
Field	84	56.8%

***What is your supervisory status?***

	N	%
Non-Supervisor	87	59.2%
Team Leader	30	20.4%
Supervisor	19	12.9%
Manager	9	6.1%
Senior Leader	2	1.4%

***Are you:***

	N	%
Male	70	48.6%
Female	74	51.4%

***Are you Hispanic or Latino?***

	N	%
Yes	9	6.3%
No	135	93.8%

***Race***

	N	%
American Indian or Alaska Native	0	0.0%
Asian	5	3.8%
Black or African American	33	25.0%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	86	65.2%
Two or more races	8	6.1%

Note: Percentages for demographic questions are unweighted.



**Environmental Protection Agency**  
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**Demographic Questions (continued)**

***What is the highest degree or level of education you have completed?***

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	2	1.4%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	4	2.8%
Associate's Degree (e.g., AA, AS)	1	0.7%
Bachelor's Degree (e.g., BA, BS)	54	37.2%
Master's Degree (e.g., MA, MS, MBA)	68	46.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	16	11.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	0.7%
GS 7-12	3	2.0%
GS 13-15	140	95.2%
Senior Executive Service	2	1.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	1	0.7%

***How long have you been with the Federal Government (excluding military service)?***

	N	%
Less than 1 year	0	0.0%
1 to 3 years	1	0.7%
4 to 5 years	8	5.5%
6 to 10 years	27	18.6%
11 to 14 years	23	15.9%
15 to 20 years	31	21.4%
More than 20 years	55	37.9%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions (continued)**

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	0	0.0%
1 to 3 years	9	6.3%
4 to 5 years	17	11.9%
6 to 10 years	37	25.9%
11 to 20 years	52	36.4%
More than 20 years	28	19.6%

***Are you considering leaving your organization within the next year, and if so, why?***

	N	%
No	85	58.6%
Yes, to retire	12	8.3%
Yes, to take another job within the Federal Government	32	22.1%
Yes, to take another job outside the Federal Government	9	6.2%
Yes, other	7	4.8%

***I am planning to retire:***

	N	%
Within one year	7	4.9%
Between one and three years	17	11.9%
Between three and five years	20	14.0%
Five or more years	99	69.2%

***Self-Identify as:***

	N	%
Heterosexual or Straight	111	82.2%
Gay, Lesbian, Bisexual, or Transgender	4	3.0%
I prefer not to say	20	14.8%

***What is your US military service status?***

	N	%
No Prior Military Service	120	83.3%
Currently in National Guard or Reserves	3	2.1%
Retired	6	4.2%
Separated or Discharged	15	10.4%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

***Are you an individual with a disability?***

	N	%
Yes	14	9.7%
No	131	90.3%

***What is your age group?***

	N	%
25 and under	0	0.0%
26-29	2	1.3%
30-39	30	19.5%
40-49	43	27.9%
50-59	62	40.3%
60 or older	17	11.0%

Note: Percentages for demographic questions are unweighted.